

APR 10 2007

Arizona Women In Tune
General Operating Support – Level I

Arizona Women in Tune: Cultural Diversity Plan 2007-2010

Arizona Women in Tune respects and celebrates the richness of diversity along socio-economic, cultural, ethnic, racial and educational dimensions. Through music, AZWIT works toward the elimination of prejudice and discrimination based on gender, race, class, sexual orientation, religion, age and physical ability. AZWIT recognizes that diversity does not just happen, but must be intentional. As a result, AZWIT values the implementation of this Cultural Diversity Plan. The diversity plan is divided into three growth areas--each of which has several specific goals. The growth areas are: Music Selection and Performance, Membership Diversification and Audience Growth.

Music Selection and Performance:

The music is the heart of AZWIT.

1. It is our responsibility to be inclusive of appropriate & varied musical traditions in our selection of the choral works to be performed in our concerts.

Goals:

- Select culturally diverse musical pieces for performance
- Learn the cultural background and meaning of the work
- Perform the music in original language, style and tempo
- Provide appropriate instrumentation to fit the intent and spirit of the work

Examples:

- Mother, a Native American prayer by Soni Moreno
- *Hanerot Halalu*, traditional Chanukah prayer, performed in Hebrew
- with piano and Klezmer clarinet
- *Nothing Like A Dyke*, words by the Sapphonics, music by Rogers and Hammerstein.

2. Include a different cultural/ethnic artist or group performance as part of (or within) one concert every 2-3 years.

Goals:

Establish artistic relationships with performing artists or groups of different cultural/ethnic backgrounds (individual, choral, dancers, instrumental etc.)
Assign practice time with these performing artists/groups with the chorale to encourage communication and cooperation

Examples:

Regina Gazelle, female impersonator, 2006 guest artist
Leah Rochelle, soprano, 2006 guest artist
Alex Chambers & Haley Ritter, ASL Interpreters, 2007 guest artists

Membership Diversification

Members are AZWIT's voice and future.

- 1 Seek out and encourage new members from culturally/ethnically diverse backgrounds, as well as from diverse sexual orientations, gender identity expression, disability, age, socio-economic status and religion.

Goals:

- Expand current level of diversity within membership (current level is 28%)
Create awareness within the various communities within the Phoenix Metropolitan area
Establish relationships with appropriate organizations within these communities, including ethnic communities (arrange social/educational opportunities between the chorale and these organizations)
Explore and utilize individual members connections within these communities, including ethnic communities (encourage personal recruitment by current chorale members)

2. Provide an environment that is welcoming, respectful and affirming of all cultural/ethnic traditions and diverse communities.

Goals:

- Arrange for practice and performance venues that are inclusive (culturally sensitive or appropriate, handicapped accessible etc.)
- Provide educational opportunities (formal and informal) for the members to share and honor their diverse backgrounds

Examples:

- We have designed performance arrangements to accommodate the needs of chorale members with disabilities, including one wheelchair user and several women unable to stand during performances and rehearsals.

3. Encourage and provide leadership opportunities (board positions, committee chairs and committee members) for all individuals especially those from underrepresented communities.

Goal:

- Strive for a minimum of one to three board and/or committee positions held by culturally/ethnically underrepresented member

Examples: 2000-01 board membership – 30% ethnic representation (2 of 6)
2001-02 board membership – 40% ethnic representation (3 of 7)
2002-03 board membership – 28% ethnic representation (2 of 7)
2003-04 board membership – 14% ethnic representation (1 of 7)
2004-05 board membership – 28% ethnic representation (2 of 7)
2005-06 board membership – 17% ethnic representation (1 of 6)
2006-07 board membership – 28% ethnic representation (2 of 7)
2007-08 anticipated board – 38% ethnic representation (3 of 8)

Audience Growth

Audiences are AZWIT's soul and canvas. AZWIT is committed to expanding its audience base and to increasing awareness of its music within the community at large and in the area's ethnic communities.

1 Increase marketing efforts within culturally diverse communities

Goal:

- Attend and distribute chorale and concert information at cultural events during the year
Publicize chorale, concert and fundraising information in a wide variety of community publications/newsletters especially those targeting different cultural groups (e.g., Spanish language publications)
Invite community groups representing ethnically diverse communities to set up tables in the lobby of our performance venue and to provide organizational information during intermission. Offer 2 free tickets to these organizations for the performance they attend. Profile attending organizations in the concert program.

Examples:

- In March 2007, we invited 12 diverse organizations to attend our concert *Breaking Tradition: Psalms, Hymns and Other Songs of Protest*. This concert presented protest music from social movements throughout history, including abolitionist hymns. 7 organizations attended, provided tables and literature in the lobby and were profiled in the concert program. Invited organizations included Japanese American Citizens League, League of Women Voters of Metropolitan Phoenix, Intertribal Council of Arizona, Chicanos Por La Causa, NAACP of Maricopa County, and Transgender Harmony.
- Performed for the kickoff event for the Statewide Clothesline Display, and event bringing public awareness about violence against women, including sexual assault, domestic violence, and hate crimes due to race and sexual orientation.
- Conducted outreach to the women's HIV+/AIDS community and to the Lesbian Health Project.

2. Assure performance accessibility

Goal:

Locate and secure a performance venue that is accessible to people with physical disabilities (Wheelchairs, etc)
Ensure accessibility to hard of hearing and deaf audiences by ensuring ASL interpretation is provided at each performance.
Educate ushers about how to give assistance to disabled individuals
Include program or "on-stage" commentary to educate audience about the musical pieces being performed

Designate a certain number of tickets as “reduced-rate” or “comp” tickets to be given to people from diverse communities

Examples:

- Provided ASL interpretation at all 2006-07 concert performances. Provided free bus service and discounted ticket prices to geographically isolated and physically disabled women from Apache Junction to attend our March 2007 concert. Provided transportation for 36 women, 6 electric scooters and 2 wheelchairs. Artistic Director provides the audience with cultural background on each piece during the concert.

AZWIT will utilize sources available through the Arizona Commission on the Arts Offices and Business Volunteers for the Arts (BVA) to expand ethnic and cultural representation on the board.

Ethnic/Racial Diversity Chart

	FY 2004	FY 2005	FY 2006	FY 2007
Total number of board members	7	7	6	8
Number of board members who are:				
Native American		1		1
Asian/Pacific Islander				
Black/African American				
Chicano/Latino/Hispanic	1	1	1	2
White	6	5	5	5

Signature

Kimberly Bittner
Kimberly Bittner, Chair, Board of Directors

Date 4/5/2007